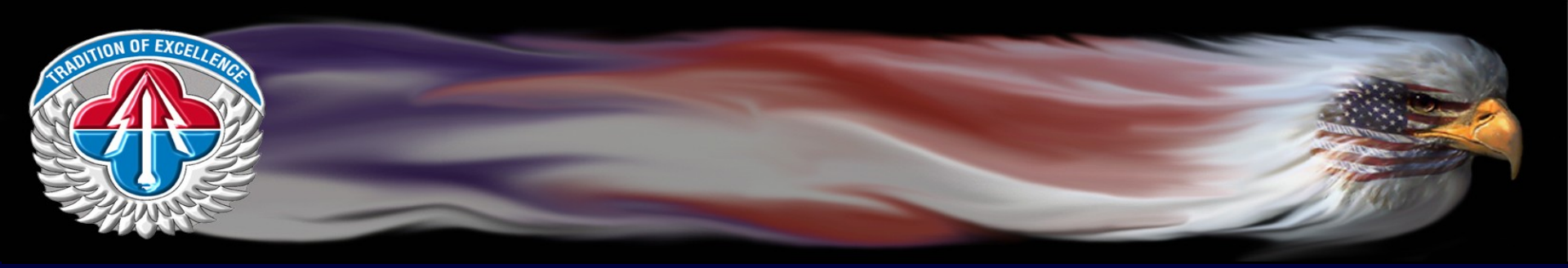

Performance Evaluation Briefing for Acquisition Program Managers' Seminar

Wednesday, August 6, 2003

Agenda

- Current Environment
- Critical Aspects of Appraisals
- The Future

Current Environment

- Total Army Personnel Evaluation System – TAPES
- Laboratory Demonstration Project Evaluation Systems
- Acquisition Demonstration Project Evaluation System

Critical Aspects of Appraisals

- Appraisals should be the culmination of a year long process
- An employee should not be surprised by the appraisal
- Differentiate between good and best performers
- Capture the critical aspects of the employee's performance – What did they achieve?
- Show the changing nature of the employee's work and performance – don't use the same language year after year
- Remember appraisal are used for many different reasons

The Future

- National Security Personnel System
  - Will reflect many aspects of Acquisition Demonstration Project
  - Will incorporate Best Practices found in other federal agencies and systems
  - Will happen